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IT'S YOUR MOVE...

GOVERNMENT DOCUMENT
COLLECTION
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JOB
Choose Work you'll enjoy

Supported Work
Get **on-the-job training** with individual counseling and group support

Sound like a good idea?

Employment Network
Find **good jobs** that never reach a newspaper

Aim for a Career
GO
with room to Grow

Career Planning
Discover your **skills** and **interests**

All Services are FREE

Education/ Training
Opportunities to learn **english**, get a **high school diploma**, take **college courses** or receive **job skills training**

Collect Good Pay
JOB

Daycare Vouchers

Transportation Allowances

EMPLOYMENT & TRAINING CHOICES

The Employment and Training CHOICES Program is sponsored by the Massachusetts Department of Public Welfare. If you have any questions or problems, call your local Welfare Office or this toll free number **1-800-322-1373.** In Boston call **727-0837.**

400-6-84-177982

EMPLOYMENT AND TRAINING CHOICES

COMMONWEALTH OF MASSACHUSETTS

MICHAEL S. DUKAKIS, GOVERNOR

BACKGROUND

- Employment and Training Choices is Massachusetts' employment program for people on public assistance.
- The program is known as ET.
- ET began in October of 1983.

ET RESULTS

- 20,000 people have gotten full and part-time jobs.
- The average yearly salary is $9,800 for those who choose full-time work. (The average yearly welfare grant is $4,800.)
- All the jobs are unsubsidized. Most are in the private sector.
- Over two thirds of the jobs provide health insurance.
- 86% of the people who go off welfare through ET are still off welfare one year later.
- ET has saved taxpayers $60 million in welfare benefits.
- Massachusetts' welfare caseload is at a twelve year low.

ET PROGRAM

- ET participants may choose:
  - assessment and career counseling
  - education and skills training
  - on-the-job training through supported work
  - job placement through the Division of Employment Security
- Daycare and transportation allowances are available to all ET participants.

ET EMPLOYERS

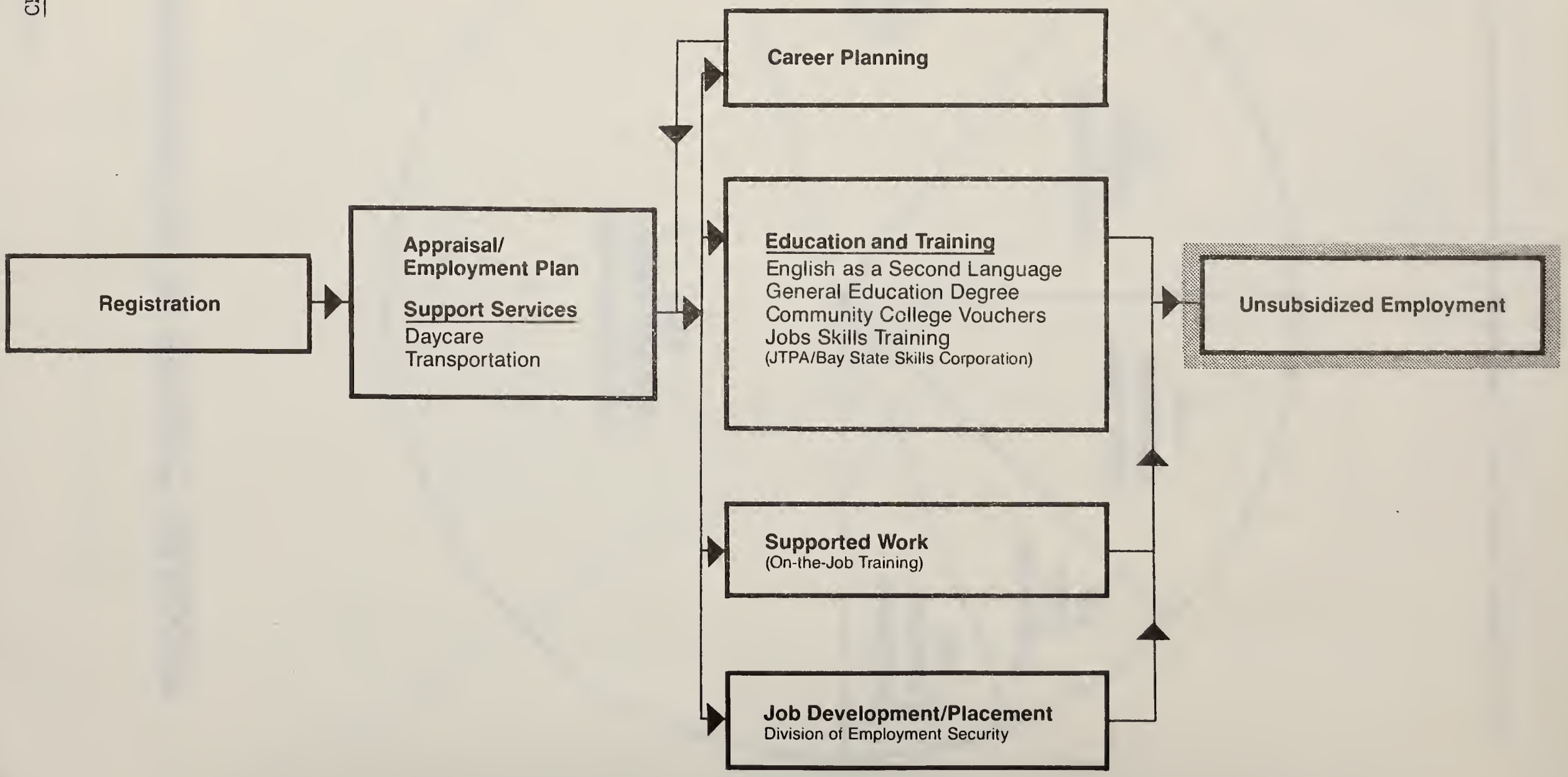
- More than 6,000 Massachusetts firms have hired ET graduates.
- Employers have stated publicly that they have hired ET graduates because they are well trained and highly motivated.

EMPLOYMENT AND TRAINING CHOICES PROGRAM GOALS

- Place 50,000 Welfare Recipients into Jobs
- Reduce Welfare Dependency
- Save 150 Million Tax Dollars

CHART 2

ET CHOICES FLOW CHART



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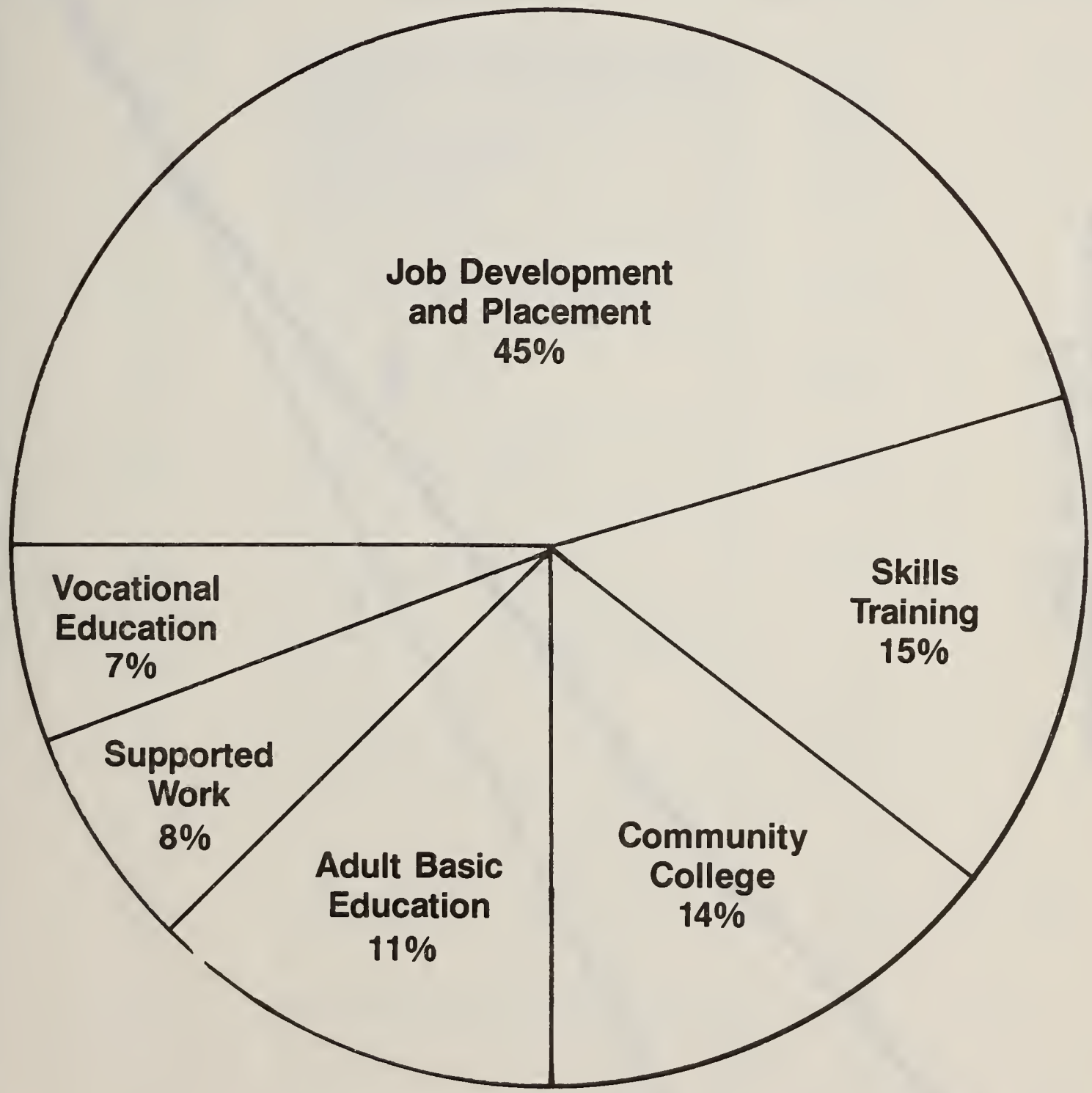
http://archive.org/details/employmenttrainin00mass

PROGRAM CHOICES BY ET PARTICIPANTS



Note: In addition, 15% of these ET participants also chose Assessment and Career Planning.

CHART 4

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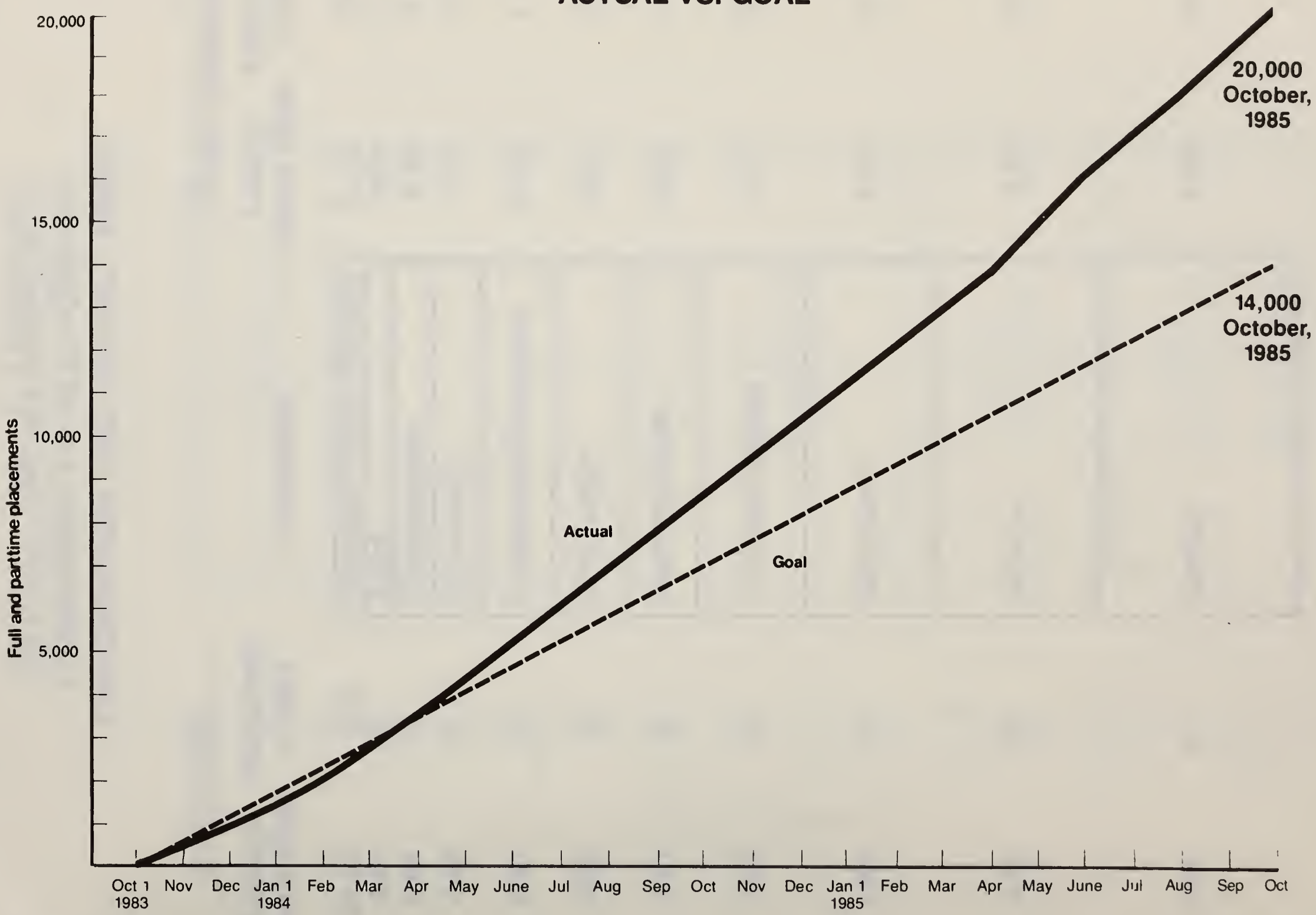
MONTHLY ET JOB PLACEMENTS: ACTUAL VS. GOAL

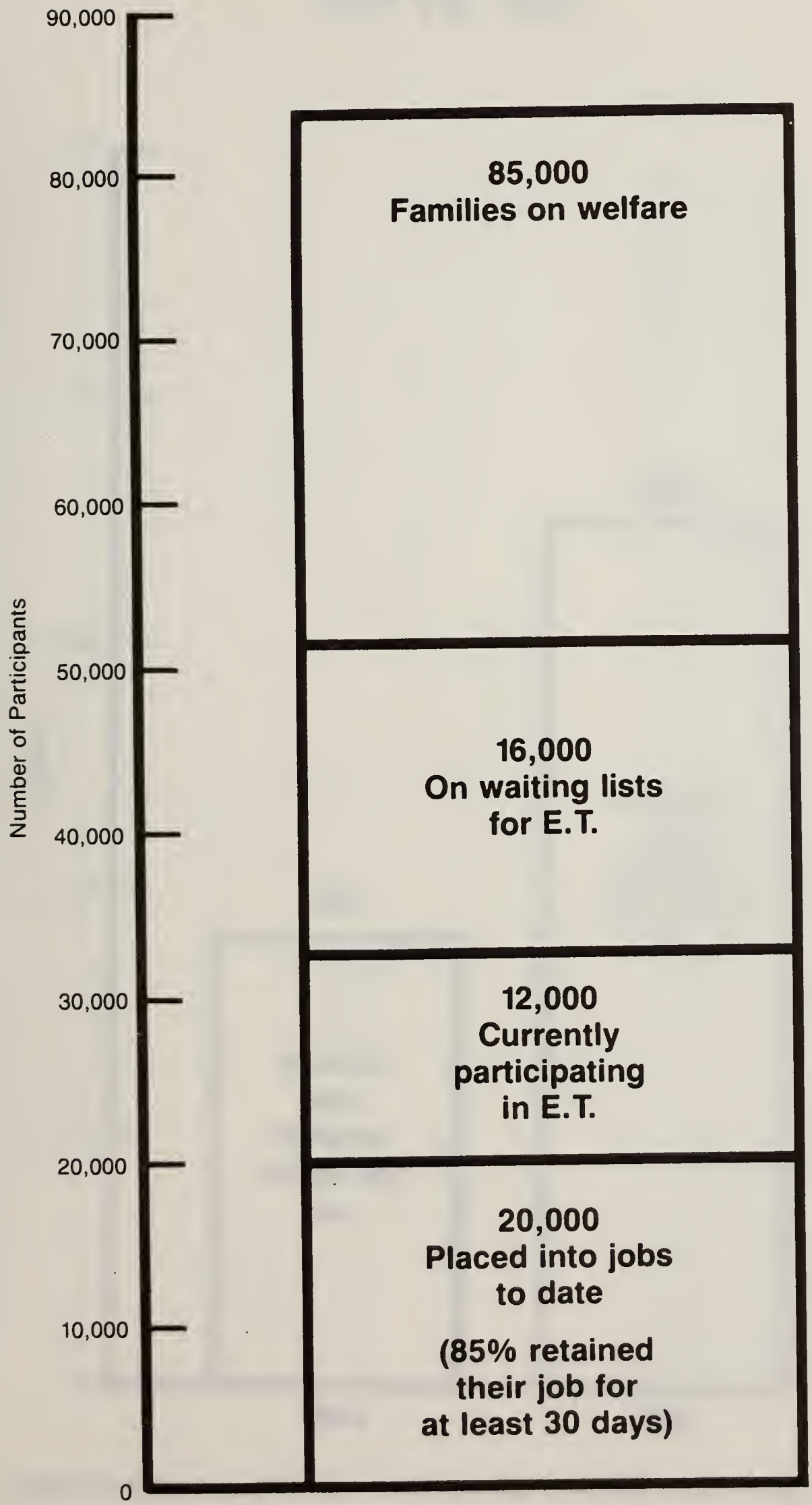


ET FULL TIME PLACEMENTS COMPARED TO ALL JOBS BY PERCENTAGE AND HOURLY WAGE

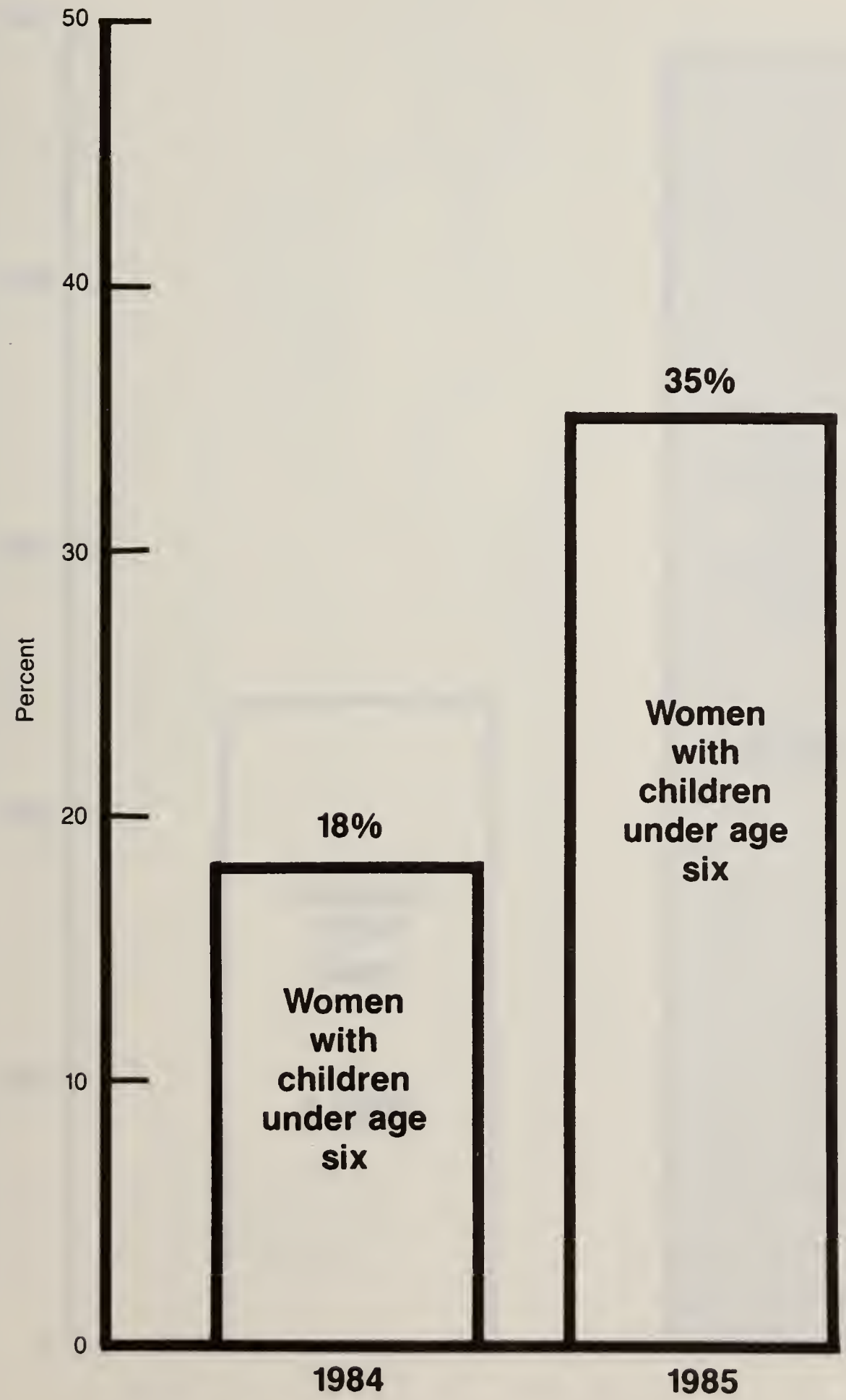
ET CHOICES			All Job Placements*	
Average Hourly Wage	Percentage of Jobs	Occupation	Average Hourly Wage	Percentage of Jobs
$4.64	2%	Farming, Fishing, Forestry	$4.13	5%
4.41	3	Sales	3.61	11
5.66	4	Transportation	5.48	3
4.48	5	Processing	4.34	3
6.81	7	Professional/Managerial	10.48	7
6.66	8	Construction	6.67	8
5.51	8	Machine Trades	5.35	7
4.44	12	Packing/Handling	4.18	15
4.56	13	Benchwork	4.84	6
4.48	18	Service	3.95	19
5.01	21	Clerical	4.09	19

*Note: Placements represented are from Division of Employment Security Job Development and Placement Services only; wage rates are taken at 30 days after placement.

ET: TWO YEAR RESULTS



ET EXEMPT PARTICIPANTS
1984 VS. 1985



Figures for first quarter (Oct.-Dec. 1984) and most recent quarter (June-Aug. 1985)

INCOME: WELFARE VS. WAGES, 1985

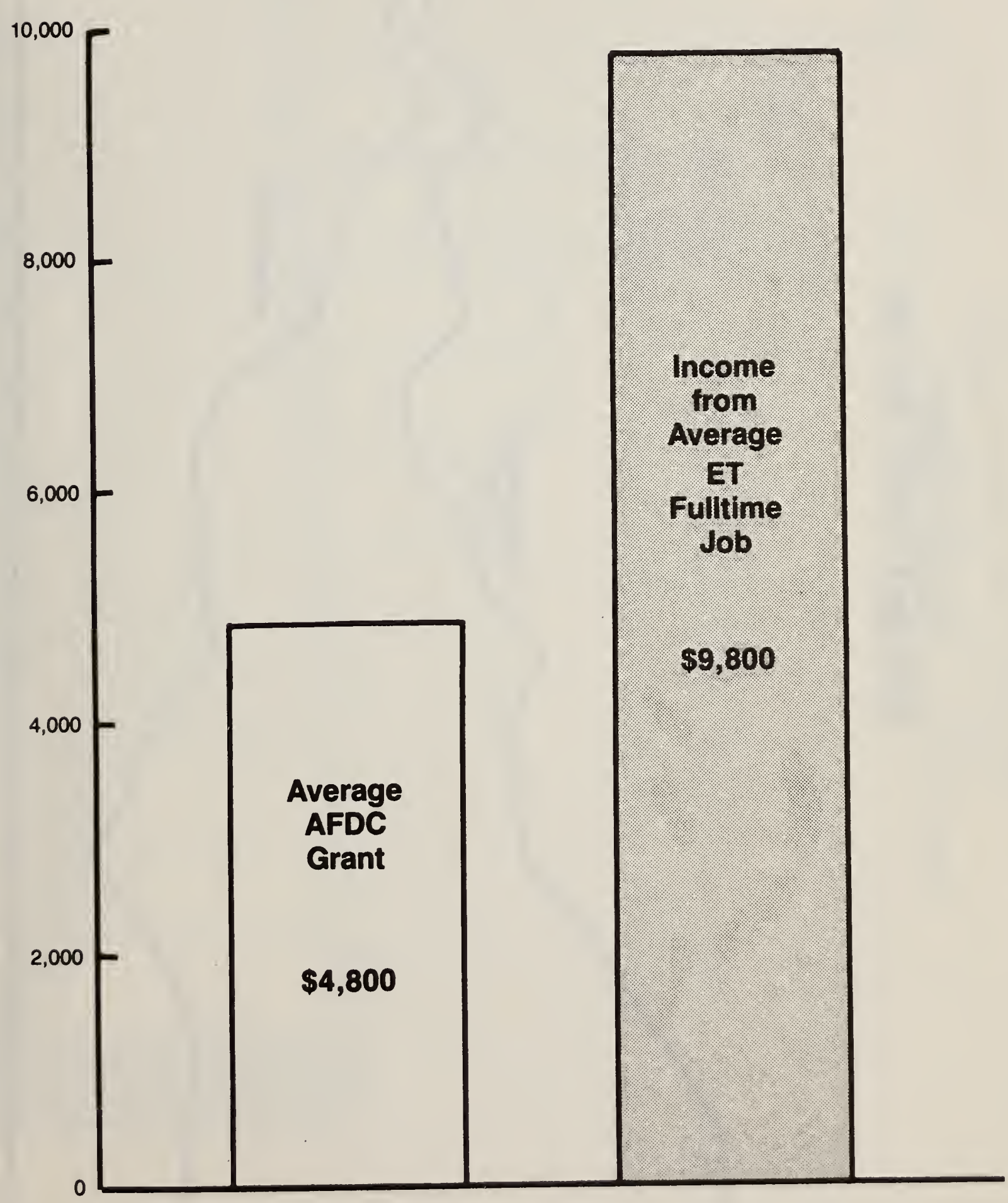


CHART 9

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EFFECT OF ET ON THE AFDC CASELOAD

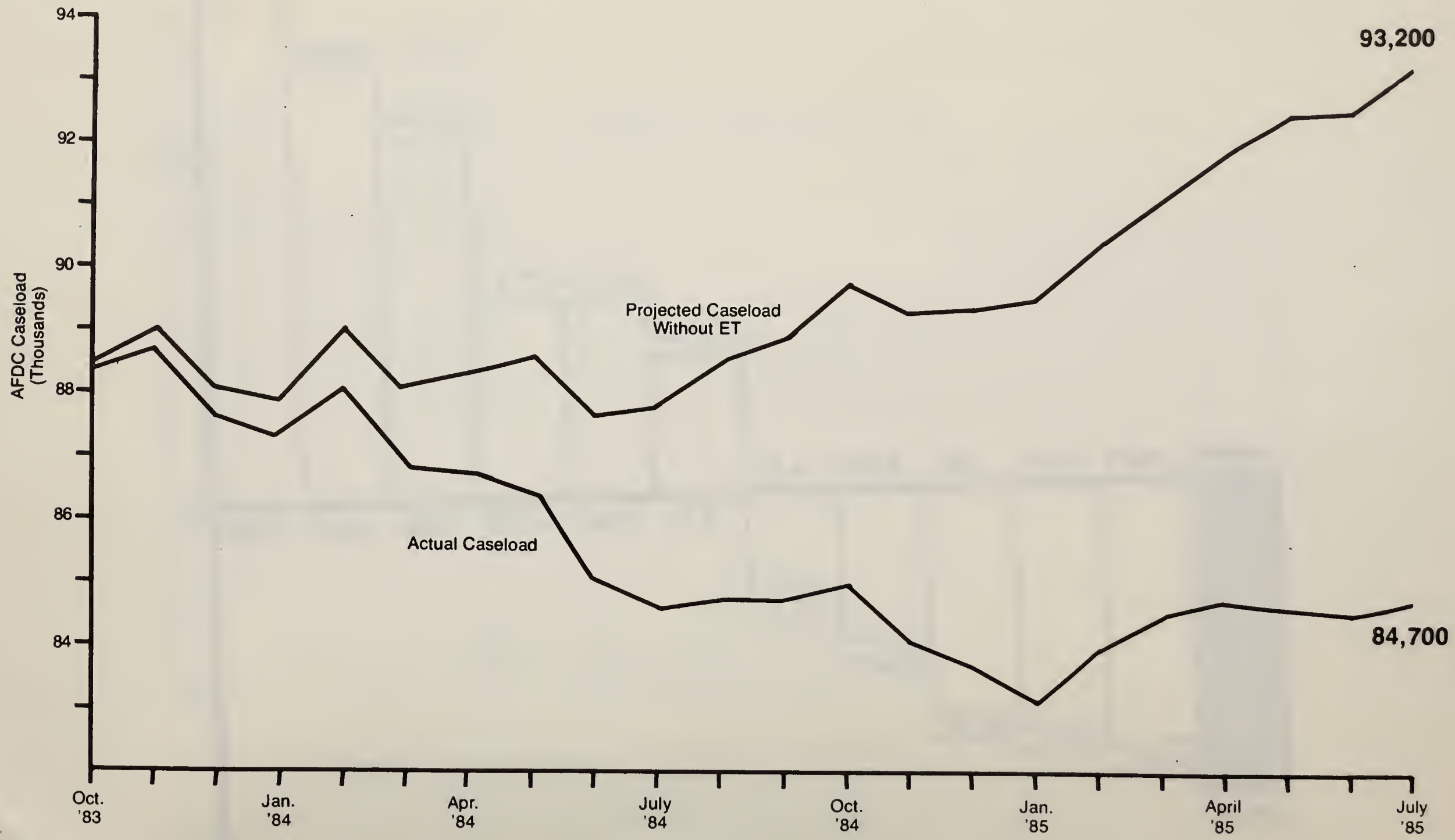

CHART 10

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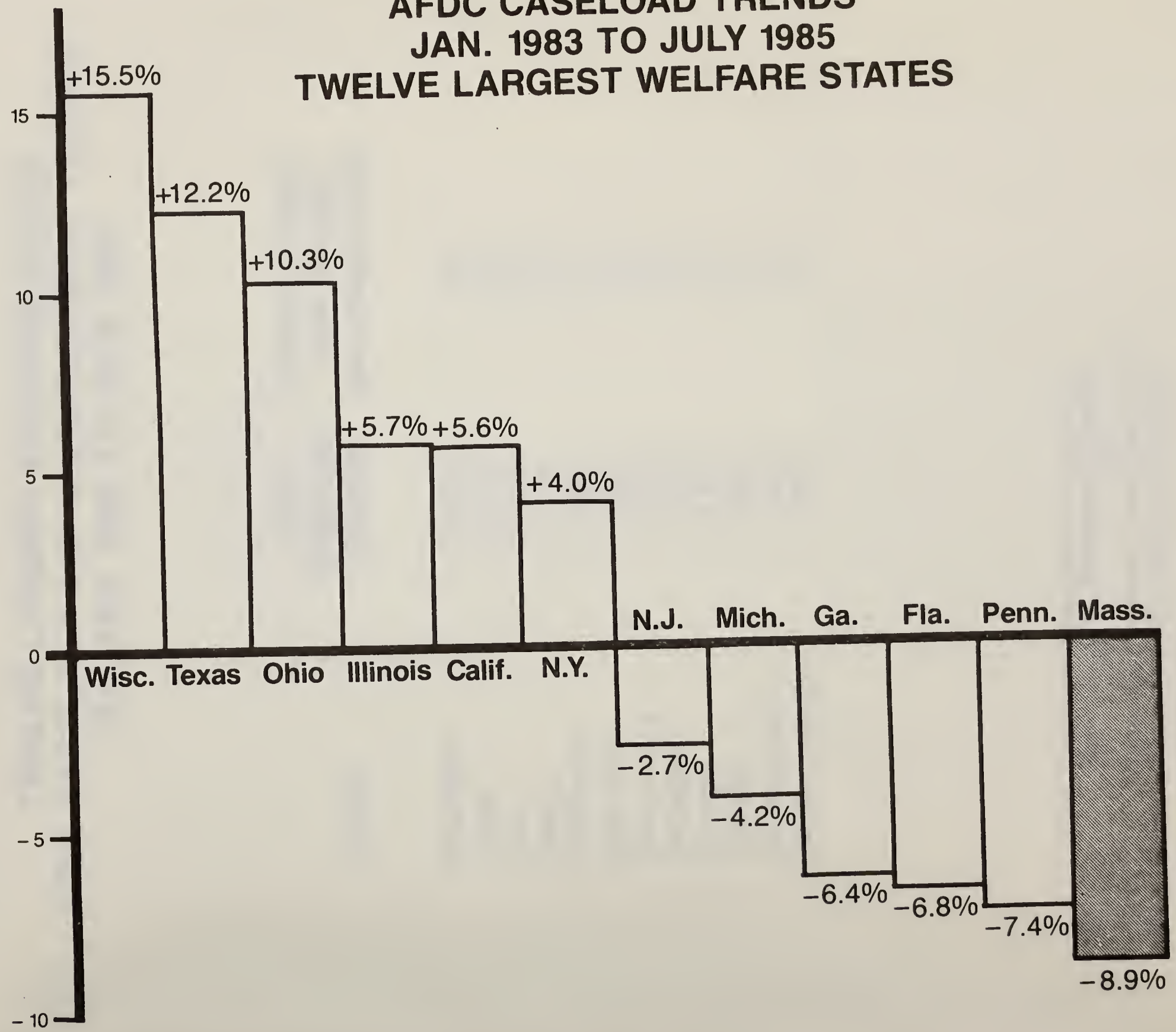
AFDC CASELOAD TRENDS
JAN. 1983 TO JULY 1985
TWELVE LARGEST WELFARE STATES

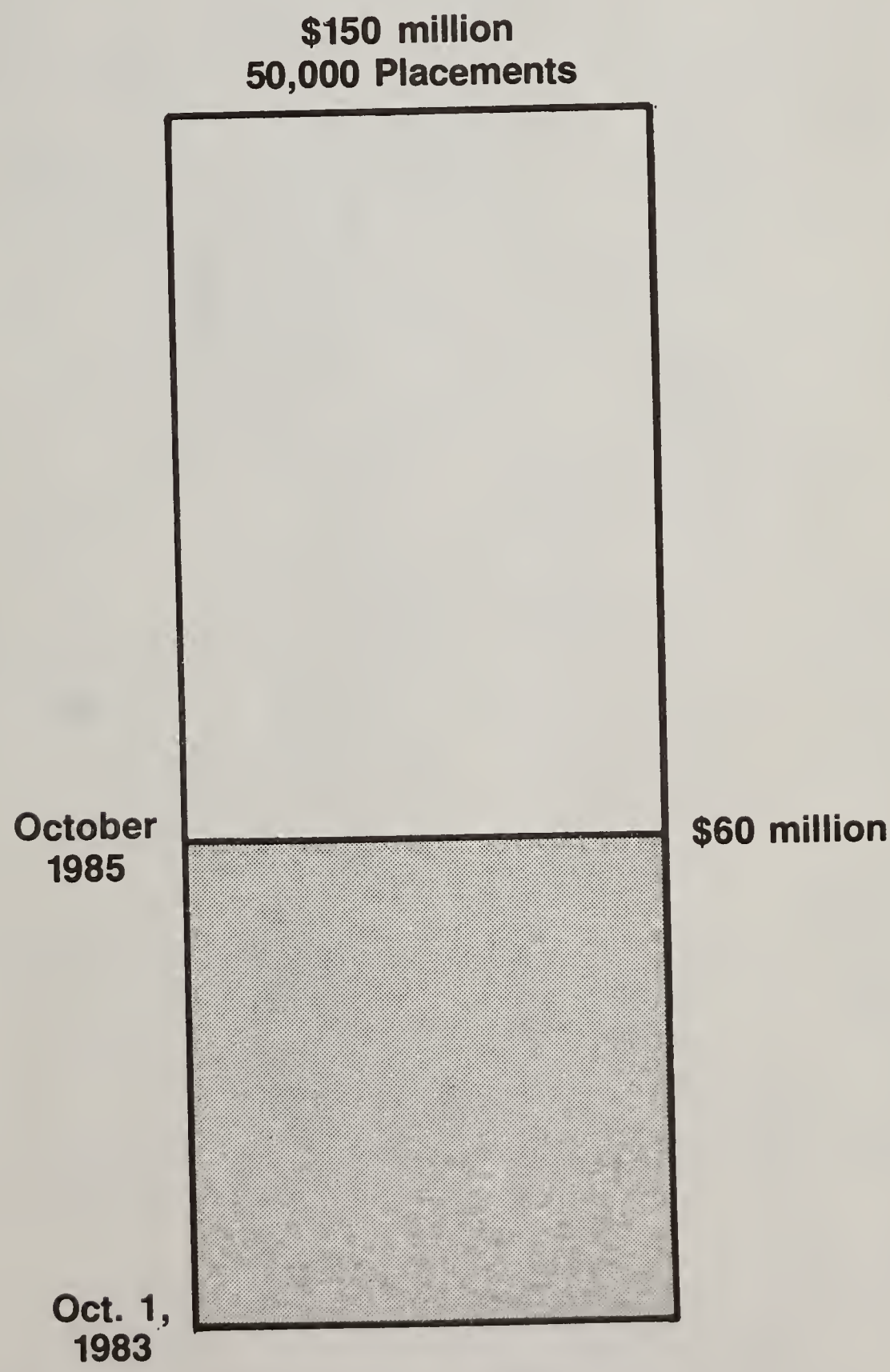


TWELVE LARGEST WELFARE STATES
AFDC CASELOAD AND UNEMPLOYMENT TRENDS
JANUARY, 1983 TO JULY, 1985

STATE	AFDC CASELOAD CHANGE	UNEMPLOYMENT RATE CHANGE (percentage points)
Wisconsin	+ 15.5%	– 6.8
Texas	+ 12.2%	– 0.8
Ohio	+ 10.3%	– 5.6
Illinois	+ 5.7%	– 4.6
California	+ 5.6%	– 4.0
New York	+ 4.0%	– 3.5
New Jersey	– 2.7%	– 3.0
Michigan	– 4.2%	– 6.2
Georgia	– 6.4%	– 1.0
Florida	– 6.8%	– 3.4
Pennsylvania	– 7.4%	– 7.1
Massachusetts	– 8.9%	– 4.4

Source: Massachusetts Department of Public Welfare
Office of Research, Planning and Evaluation
and
Massachusetts Division of Employment Security
Office of Research, Planning and Evaluation

CUMULATIVE ET SAVINGS



Note: Estimated net savings per placement: $3,000.